



K A N S A S

JACK RICKERSON, DIRECTOR

DEPARTMENT OF ADMINISTRATION
DIVISION OF PERSONNEL SERVICES

KATHLEEN SEBELIUS, GOVERNOR
HOWARD R. FRICKE, SECRETARY

MEMORANDUM

TO: Agency Heads and HR Directors

FROM: Jack Rickerson, Director of Personnel Services

DATE: August 8, 2003

SUBJECT: Listening Tour Meetings – Compensation Study Team

Since February, a number of teams, consisting of agency human resource staff and staff from the Division of Personnel Services, have been reviewing essentially every aspect of the state's human resource system to identify and recommend improvements and efficiencies. One of those teams, a Compensation Study Team, has been reviewing the state's compensation system.

The team believes that the state's current compensation system no longer meets our needs and will continue to be problematic if we stick with it in the future. As they develop options and recommendations for changing the system, they would like to have the perspective of agencies, particularly appointing authorities, on what is needed. To gain that perspective, the team will be conducting a "listening tour" that will cover the following locations on the dates listed. Please see the attachment for details on each meeting site and times.

Chanute	August 19, 2003
Larned	August 26, 2003
Topeka	August 29, 2003 & September 19, 2003
Wichita	September 2, 2003
Kansas City	September 4, 2003
Hays	September 11, 2003

Agency appointing authorities, HR staff, and others who have knowledge of how the state's compensation system impacts an agency's ability to hire and retain staff, and ultimately support an agency's ability to meet its mission, are invited to attend these meetings.

These meetings are for the purpose of hearing your thoughts on what is needed from a compensation system, including base pay, longevity pay, shift differentials, geographic differentials, overtime compensation, incentive pay, pay plans (structure and operational capacity), movement across pay plans, pay practices for hiring, transferring, promoting and/or demoting, and benefits.

At a minimum, two questions will be asked at each meeting:

- As you think about our current employee compensation system, what components are working for your agency?
- As you think about our current compensation system, what components are not working for your agency?

All responses received at these meetings will be recorded and considered in the team's recommendations.

To allow us to plan for space and materials, we would appreciate knowing how many from your agency will be attending any given session. Please contact Sharon Swoyer, by August 15, with that information. Sharon can be reached by phone at (785) 296-1844 or by e-mail at sharon.swoyer@da.state.ks.us.

We believe this is a critical issue for Kansas, and we hope you will be able to attend one of the meetings. Please contact Gail Kennedy if you have questions or wish additional information about this effort. Gail may be reached by phone at (785) 291-3123 or by email at gail.kennedy@da.state.ks.us.

Thank you.

Attachment

JER:GLK:ss

cc: Joyce Allegrucci
Kathy Greenlee
Carol Foreman
Caleb Asher

Compensation Study Team Listening Tour Information

Meeting Site Location	Room	Date	Time
SRS Chanute Area Office 1500 W 7 th Chanute, Kansas	Kansas Room	August 19, 2003 (Tuesday)	10:00 to noon
SRS Chanute Area Office 1500 W 7 th Chanute, Kansas	Kansas Room	August 19, 2003 (Tuesday)	1:30 to 3:30
Larned Correctional Mental Health Facility Route 1 Larned, Kansas	Program/Visiting Room	August 26, 2003 (Tuesday)	1:00 to 3:00
SRS Learning Center 2600 SW E. Circle Topeka, Kansas	Rooms A and B	August 29, 2003 (Friday)	9:30 to 11:30
SRS Learning Center 2600 SW E. Circle Topeka, Kansas	Rooms A and B	August 29, 2003 (Friday)	1:30 to 3:30
Finney State Office Building 230 East William Wichita, Kansas	Room 3080	September 2, 2003 (Tuesday)	10:00 to noon
Finney State Office Building 230 East William Wichita, Kansas	Room 3080	September 2, 2003 (Tuesday)	1:30 to 3:30
SRS Kansas City Area Office Gateway 1 400 State Avenue Kansas City, Kansas	4 th Floor Conference Room	September 4, 2003 (Thursday)	10:00 to noon
SRS Kansas City Area Office Gateway 1 400 State Avenue Kansas City, Kansas	4 th Floor Conference Room	September 4, 2003 (Thursday)	1:30 to 3:30
KDOT Area 3 Office 1811 W. Frontier Road Hays, Kansas	Conference Room	September 11, 2003 (Thursday)	10:00 to noon
KDOT Area 3 Office 1811 W. Frontier Road Hays, Kansas	Conference Room	September 11, 2003 (Thursday)	1:30 to 3:30
SRS Learning Center 2600 SW E. Circle Topeka, Kansas	Rooms A and B	September 19, 2003 (Friday)	9:30 to 11:30
SRS Learning Center 2600 SW E. Circle Topeka, Kansas	Rooms A and B	September 19, 2003 (Friday)	1:30 to 3:30